

Guild Meeting

January 28, 2006
McBride Hall, Gary

Attendance:

Dave Bartman
Mark Brattain
Jim Gordon
Lori Caldwell
Carol Chisolm
Carolina Procter
Pam Dolan
Stephanie Dowell

Peggy Glennie
Brian Hedger
Karen Snelling
Jeff Nicholls
Jim Procter
Tim Zorn
Jeff Coffey
Lisa Shidler

Call to order.

Installation of officers slate.

Lori Caldwell, president. Peggy Glennie, vice president. Dave Bartman, 2nd vice president. Karen Snelling, treasurer. Stephanie Dowell, secretary. Jim Procter, executive board member.

Tim moves to install. **Jim** seconds the motion.

Approve stipends:

\$50/month for guild president, treasurer, bargaining committee chairperson. Ask to continue stipend. **Jim Gordon** moves to approve. Second by **Dave**. Third by **Jeff**.

Treasurer Report- postpone.

Committee Reports

Social Committee (John Byrne, Andy Grimm, Carolina Procter)

- *revive guild picnic
- *spring gathering
- *celebrate the contract party

Grievance Committee

Val Johnson victory. Family medical leave act due to aneurysm. Company said it would subtract vacation time. Guild presents grievance. Val in clear. Co. said it "miscalculated." Karen urges medical challenges not to be

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discussed with bosses. Members do not need to tell managers any details of medical situations or sick days off. It can work against us in regard to FMLA. Contractual language supersedes FMLA. Val thanked the guild.

Bargaining Committee

Bulletin

Lori gave update of bargaining. If Hollinger is unified, why are we merit. We do have Cruickshank's attention.

Wednesday Feb. 8, at 1 p.m. Lee's Inn. Expedited bargaining.

Featured Speaker: Bruce Nelson, international representative

Would be first time in 25 years that P-T guild contract settled in less than a year of expiration date. Either we get settlement Feb. 8 or we really take it public. There are profound changes in Sun-Times newsroom (company as a whole?) **STiNG** is doing away with publishers at each paper; going with vertical management. One company as opposed to conglomerates. Use this to our advantage. No one else in "STiNG Newsroom" has merit-only raises. Used to be publisher that wanted this. Bruce tells guild members to communicate to managers that we want to be treated the same-that we don't want the merit system. Our goal is to get rid of merit. Not with huge raises, but moderate across the board raises, and make them retroactive to last April. Company is aware we are ready to go public to embarrass them (de-circulation, etc.) Guild needs to be active until Feb. 8 to send the message; we are serious. Not yet time for de-circulation or other threats.

Lori...ideas for pressure before the Feb. 8 bargaining session:

Boni's farewell party

picket outside P-T Mville office

We have phone contacts, banners. **Nicholls** suggests launching web site to get message "way out there" about our situation. **Bartman** keep up emails to **Cruickshank**, picket outside. **Procter** wear buttons every day, not just black on Feb. 8. Buttons advertising Feb. 8. Karen will call on buttons/stickers.

Lunch break picket

Counter-party--Good Riddance Party for Boni. "A Finer Farewell" "Guild Style". **Jeffs Button Committee** Coffey and **Nicholls** will come up with Buttons/stickers prior to Feb. 8.

Move to spend up to \$1,000 for room rental, food purchase, buttons, drinks, party, posters (made by Pam). Dave moves to appropriate money.

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Gordon seconds the motion. Motion passes.

Carolina will check prices. **Procter** suggests Patio. **Jeff** will put up posters. Bruce will get a list that shows differences between us at P-T and other STiNG papers. That way we can site differences in emails to Cruickshank.

Bruce feels we're in good shape; we have their attention. If the guild holds a picket, we must have the numbers to support it. Talk to fellow members to gauge support for a picket. Potentially Monday Feb. 6 at 1p.m.. 30-40 minutes outside Mville P-T office and at Mississippi corner. If we get a commitment of 25-30 it's a go, if not, then more sticker/buttons.

Reminder to wear black Feb. 8, day of intensive bargaining.

Bartman raises question of whether we tell supervisors about those attending the Feb. 8 bargaining. Answer, yes. It is paid, on the job negotiating.

Gordon suggests have representatives from other STiNG guild papers email Cruickshank with support. Bruce will contact them.

Dues deduction is still on the table. Dues will likely increase, due to the fact they have not increased in recent years because of bad contract and negotiations.

Reminder to email talking points to Cruickshank; also to other guild presidents in STiNG.

Stickers and web site---the Jeffs will take care of these.
Party and posters---Carolina and Pam.

Bartman motions to adjourn. **Procter** and **Gordon** second.

Dave Bartman	Jeff Nicholls
Peggy Glennis	Carol Chisolm
Mark Brattain	Jim Proctor
	Carolina Proctor
~~Call to order~~	Tim Zorn
Brian Hedger	Pam Dolan
Jim Gordon	Jeff Coffey
Karen Snellon	Stephenie Dorrell
Lori Caldwell	Lisa Shidler

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Bruce Nelson

Call to order

installator of officers slate

Lori	Karen
Dave	Tim
me	Peggy

move to Tim
2nd Tim

Approve stipends:

\$50/month guild pres.
treasurer

Barzani Committee Chairman

ask to continue \$50/month stipend

move to move Tim Gordon

2nd Dave
3rd Jeff

Treasurer Report — postpone
Committee Report

1-2806

Social Committee

John Byrne / Andy Gwin / Carolina
revive guild picnic
spring gathering
celebrate contract party

Grievance Committee

— Val Johnson — victory

family medical leave act two years
company said it would subtract vacation
time. Guild presents grievance.

Val in clear. Co. said it "miscalculated."

Karen urges medical challenges not to be
discussed w/ bosses. Members do not need
to tell managers any details of medical
situations or sick days off — we can
work against us in regard to FMLA.

Contractual language supersedes FMLA.

Val thanked us.

Barzani Committee

Bulletin

Lori gave update of Barzani

— unified Hollings — why are we merit
we have Covid-shaker attention.

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Wed. Feb. 8th 1pm Lees Inn
— "expedited ~~Bargain~~ Bargaining"

Featured Speaker

Bruce Nelson - intl rep.

would be 1st time 25 yrs that P-T
guill contract settled in less than
a yr. of expiration

— either we get settlement Feb. 8
or we really take it public.

— proposed changes in Sun-Times
newsroom (whole company?)

STNG - in doing away w/ publishers at lead
paper; going w/ vertical management.
1 Company as opposed to conglomerate.

Use this to our advantage. No one else
in "STNG newsroom" has merit. Used to be
our ~~republish~~ wanted this.

Bruce tells all to communicate to mgrs. that
we want to be treated the same - that we
don't want to be under merit system. Our
goal is to get rid of this. Not w/ huge raises,
but moderate across the board raises; and
make them retroactive to last April.

Company is aware we are ready to public
embarrass them - decirculation, etc.

Bruce, cont. . . .

We need to be active until Feb. 8th
to send the message. (Publi Reinforce
message that we are serious. Not yet
time for decirculation or other threats.

Loti . . . ideas for pressure before Feb. 8th
- Boni's party
- picket outside

We have phone contacts, banners

- + Nicholls suggests Lennex website to
get message "Way out there" about our
situation.
- + Pam - try up w/ "Post Tribune.com or
PostTribun, etc.)
- + Bartann - keep up emails to Crickshank
picket outside
- + Procter - wear buttons every day, not just
black on Feb. 8th. Button advertising
Feb. 8th. Karen will call on buttons & stickers
- Karen - congele
- + Lunchbreak picket
- + Counter - Party - Good Riddance Party
- TJ Maloney's - possible or other place
Put flyers up throughout newsroom.
"A Finer Farewell" "Swild Style"

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Jeff S Button Committee

Coffey & Nicholls for Feb. 8th

move to spend up to \$1,000 for

room rental

food purchase

buttons

drinks, party

posters (made by Pam)

voted

Dave - ~~move~~ moves to appropriate \$

Jim Gordon 2nd

Carolina will check prices

Tim P. - suggests patio - locals exposures

Jeff W. will put up posters @ 83/Mississ. jef

*

- Have Party

- Emails to Crivickshank - we want this to end

- ~~contact~~ contact Valpo folks to send emails

Bruce will get a list that shows differences between us @ P-T and other STNs papers. That way we can site differences in emails to Crivickshank

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Bruce says we're in good shape; we have their attention.

We have to have numbers - at pickets and buttons.

Lori - get buttons/stickers

Talk to neighbors, gauge interest.

Mon. Feb. 6

30-45 mins outside / up/down Mississippi
if 25-30 people can commit, then we
go ahead. if not, then more stickers.

Wear black Feb. 8th

Bartman? - do we tell supervisors that we will
not be there Feb 8th or not. We can
let editors know we won't be there Feb. 8th.

Bruce hasn't heard of approved.

Tell supervisors it is a paid-on job negotiating.
Tell them.

Gordon - have rep. from other guild STN papers
to send email to Crickshank. Bruce will
contact them.

- Dues - automatic dues deduction is still on
the table.

dues may increase after settlement.

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Bartman encourages

Stickers / website - Jeff N. / Jeff C.
party / posters - Cordina / Pam

Talk points by Monday for ^{emails} ~~emails~~
to Crivellish
also to our guild presidents in STNG.

Bartman motion to adjourn
Hoctor / Gordon - 2nd.